

Student Loan Benefits: What They Actually Are



Common Misconceptions

Misconception

- ❌ It's student loan refinancing.
- ❌ It's a 401(k) loan.
- ❌ It's just for new grads.

Reality

- ✅ Not a lending product.
- ✅ No retirement borrowing involved.
- ✅ Can benefit employees at all life stages.

Why it matters: Navigating student loan repayment is confusing, and employees with debt need all the support they can get.

Employer Student Loan Repayment (Paydown)

Employers directly contribute to employees' student loans. Funds are deposited into the employee's account at their student loan servicer.

Why it matters:

- Lowers employee stress.
- Boosts retention.
- Minimizes delinquency and default.
- Reduces wage garnishment.

SECURE 2.0 Student Loan Match

Employers can treat student loan payments like an elective deferral and make a matching contribution to the employee's retirement account.

Why it matters:

Enables employees to get retirement savings even if they can't afford to contribute themselves.

Student Loan Counseling

One-on-one or digital guidance to help employees:

- ➔ Understand repayment plans.
- ➔ Navigate forgiveness options.
- ➔ Avoid costly mistakes.

Why it matters: Empowers smarter financial decisions. Reduces anxiety. Builds trust.

Tuition Reimbursement

Help employees who are pursuing further education and support upskilling and career development.

Why it matters: Reduces the need for borrowing and is tax-free when included as part of an Education Assistance Program.



Real Support. Real Impact.

Modern student loan benefits = retention, equity, and financial wellbeing.

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